

| <b>Department of Commerce</b><br><b>Demonstration Project</b><br><b>Percent of Salary Increases - Year 7 (2004) - Career Path ZS - By Veteran Status</b> |         |      |        |      |       |             |      |        |       |       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------|--------|------|-------|-------------|------|--------|-------|-------|
|                                                                                                                                                          | VETERAN |      |        |      |       | NON-VETERAN |      |        |       |       |
|                                                                                                                                                          | LOW     | AVG  | MEDIAN | HIGH | COUNT | LOW         | AVG  | MEDIAN | HIGH  | COUNT |
| DOC-WIDE (401)                                                                                                                                           | 0.00    | 2.14 | 1.90   | 5.95 | 36    | 0.00        | 2.45 | 2.49   | 11.77 | 365   |
| BEA (25)                                                                                                                                                 | *       | *    | *      | *    | 1     | 0.00        | 1.71 | 1.43   | 5.81  | 24    |
| NOAA (299)                                                                                                                                               | 0.00    | 2.13 | 1.80   | 5.40 | 25    | 0.00        | 2.62 | 2.56   | 11.77 | 274   |
| NTIA (7)                                                                                                                                                 | *       | *    | *      | *    | 0     | *           | *    | *      | *     | 7     |
| OS (66)                                                                                                                                                  | 0.00    | 2.22 | 2.29   | 5.95 | 10    | 0.00        | 2.09 | 2.08   | 5.67  | 56    |
| TA (4)                                                                                                                                                   | *       | *    | *      | *    | 0     | *           | *    | *      | *     | 4     |

\* When the grouping of employees is less than 10, the information is replaced by \*

\* Count includes employees who are eligible for performance increase